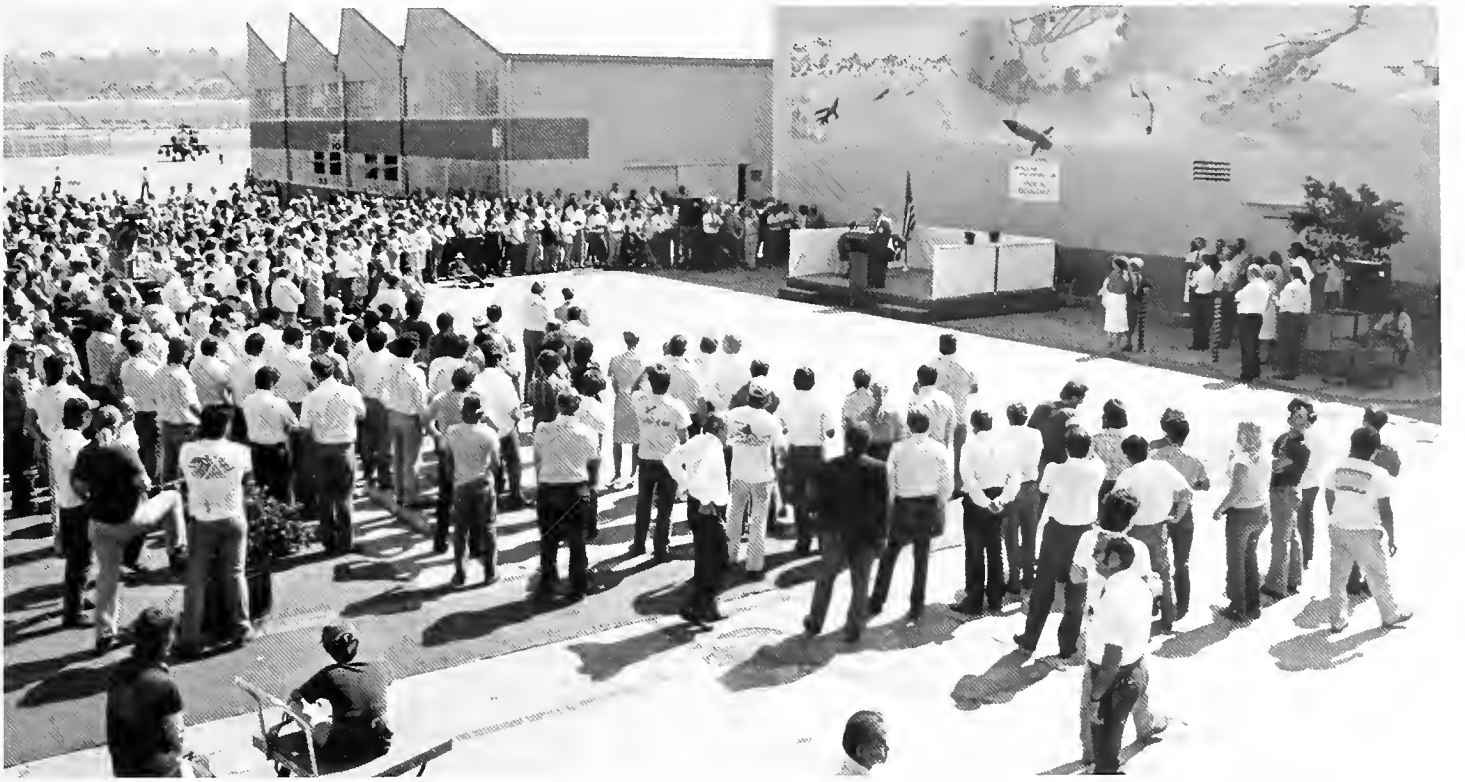
Pride In Excellence Rally Sets Goals For All



"PRIDE IN EXCELLENCE" rally July 12 drew audience of nearly 1600 employees to help spark new program into life.

TELEDYNE RYAN AERONAUTICAL

ACHIEVER

Vol. 4, No. 7 | San Diego, California | July 1988

C-17 Boosts Growth In Operations

Teledyne Ryan Aeronautical tooling operations, spurred by requirements by builders of the Air Force C-17 "Airlifter" transport, are at a four-year peak this month, according to Rudy Cribb, director of Tooling for TRA.

He reported that 239 tool orders for the C-17 are in place with the company under service and support contracts awarded by McDonnell Douglas divisions at Long Beach, Mesa, Ariz. and St. Louis, Mo.

"We're an integral member of the C-17 team," Cribb noted, explaining that the company is "on the front side of a growth curve with rich potentials for continued association as the C-17 production evolves."

Cribb said that his department's staff, now standing at 215

(Continued on Page 4)

TOOLING OPERATIONS at TRA are at a four-year peak with C-17 Airlifter transport requirements. Tom Upton boresights a fixture (in foregound) as Edy Lehrbass takes measurements. TRA completed on-sight delivery of C-17 main landing gear wheel pod master models early this year.

New Era Cited By Mitchell

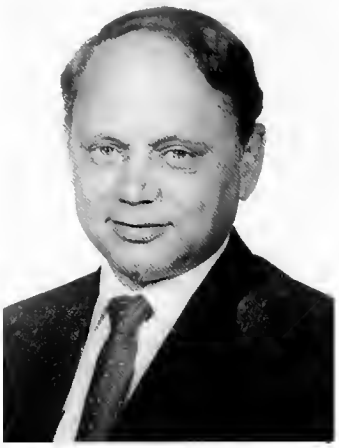
A commitment to "Pride In Excellence" was vowed by Teledyne Ryan Aeronautical President Bob Mitchell Tuesday, July 12 during an employee rally that attracted an audience of some 1600 and hailed achievements of the past with projected goals of the future.

"It is a very exciting period in our history," noted Mitchell, who assumed responsibilities as the company's chief executive in January. "We have an extremely bright future," he asserted, pointing to repeat orders for Apache helicopter airframes and related components and Firebee aerial target systems.

The employee assembly in the patio area marked the first of its kind in more than three years. Represented were all departments in manufacturing, engineering as well as administration.

Introduced by Senior Vice President Bill Cassidy, Mitchell's remarks drew a warm response from his audience as he told of

(Continued on Page 6)



JOHN R. WEAR

TONY DECOUTEAU

WAYNE OLDENDORPH

Three Named For New TRA Assignments

John R. Wear has assumed responsibilities at Teledyne Ryan Aeronautical as Director of Operations Control, according to TRA Senior Vice President Bill Cassidy, who also announced July 15 the appointment of Wayne Oldendorph to duties as Director of Assembly Operations.

Appointed to responsibilities as Director of Program Development was Tony DeCouteau, who reports to TRA Vice President, Business Development Tony Richards. DeCouteau bring to his new post 21 years of technical and management expertise in fields of low observable technology, according to Richards. He was formally associated with General Dynamics-Convair and Boeing.

Wear joined TRA after 17 years at Fairchild Industries with a wide variety of directorate positions in materials, ground transportation products, business development, quality assurance and related fields.

A career TRA employee, Oldendorph's new responsibilities include Composites/Bonding operations and Subcontracts/ Target Assembly. Wayne had served until his recent assignment as Director of Operations Control.

My Write-of-Way . . .

It isn't the task assignment that distinguishes an individual's professionalism. Rather, it is the manner in which the task is carried out that marks the professional.

This, according to lead custodian **John Price**, a 30-year TRA employee and a man of quiet diqnity. "Call me a janitor. I don't really care. It's the manner in which I do the job that counts."

A Pine Bluff, Ark. native who once worked in a Hollywood chorus dance line, John's initial TRA assignment was in fabrication. "When orders started dropping, I switched over to maintenance. The way I look at my assignment is that the company needs me and all others who care as much as I do about my work."

John guides a custodian staff that includes **Manuel Arredondo, Gilbert Bailey, Jessie Cordova, Jay Frisch, John Herrin** and **Carla Young**.

Pride In Excellence? Now turn to Page 9.

***

Such special events as our employee kick-off of TRA's "Pride In Excellence" program July 12 result only from lengthy planning and preparations. Starting with **Bill Cassidy, Rick Pettit, Dave Zalk, Denny Bolger** plus scores of others who coordinated activities, it is unanimous that the rally achieved a smashing success.

But it took the efforts of those like **Mike Cronin** and his Reprographics squad to stage the event, equip the area with the PA system and a myriad of details.

The photos you see in this issue came from **Dave Gossett and Bruce Conover**. A videotape of the event is forthcoming, thanks to **Jack Garrett.**

Leo Balsamo's Security force and **Bob Nelson**'s Maintenance team scrubbed, buffed, brightened and guarded the area.

And let's not overlook **Nicki De Necochea**'s distribution of the windshield sun-shades. Or the snappy design by **Don LeBel** and his Art Services staff.

As noted, there were scores of behind-the-scenes folks whose own pride in achievement glistened. Congratulations to them all for the outstanding results!

***

ACHIEVER went traveling in mid-July to Hawaii and beyond. Results of that sojourn will start showing up over the next month or so. Our August issue will contain an advance article on how our venerable Firebee aerial targets—posing as hostile threat sources—challenged the U. S. Third Fleet and joint naval forces of Japan, Australia and Canada.

Jack Broward

Editor

New Class Of 14 Convenes For Studies

Action Mangement courses of study for a class of 14 Teledyne Ryan Aeronautical emplyees is under way this month as the seventh TRA iteration of its training program for supervisory personnel.

Conducted one day weekly through Oct. 4 this year, this professional development training is conducted by San Diego State University's Management Development Center.

Eight half-day sessions are included in the curriculum that gives coverage to leadership, motivation, effective communication, coaching and counseling and administrative skills, problem analysis/ decision making, organizing and planning work plus a follow-up review.

Included in the class are Avis Anderson, R. D. Constantino, P. Kaleta, Joe Crutcher, Nick Duhancik, Carmen Garcia and Fred P. Garcia.

Also enrolled are L. V. Hagberg, W. E. Farmer, Sr., Randy McPherson, Al Phares, V. Saculles, Wayne Spina and Donald Weitkamp.

TRA Professional Development Administrator Nicki De Necochea said that 77 employees here have been graduated from the Action Management courses of study since the program was inaugurated.

TELEDYNE RYAN AERONAUTICAL

ACHIEVER

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Firebee Scores With New Order For 80

Production Seen Into Early 1990s

A new order placed by the Navy for 80 BQM-34S Firebees assures production of the jet-powered aerial target systems into the early 1990s, according to Teledyne Ryan Aeronautical officials who said more than 400 Navy and Air Force versions of the Firebee have been ordered since late 1984.

Work is scheduled to commence in January 1990 on the new Navy order under terms of a contract that calls for completion of deliveries by late that year.

Firebee Target Operations Director Walt Hamilton said that simultaneous production of Navy and Air Force Firebees is scheduled to commence next year, following delivery of a current order for 86 BQM-34S Navy drones.

Fifty BQM-34A Air Force systems placed on order late last year will incorporate uprated propulsion, using the J-85 turbojet engine. TRA's newly-developed Microprocessor Flight Control System will also be installed in the AF units. Hamilton said that yet another order for BQM-34As is anticipated.

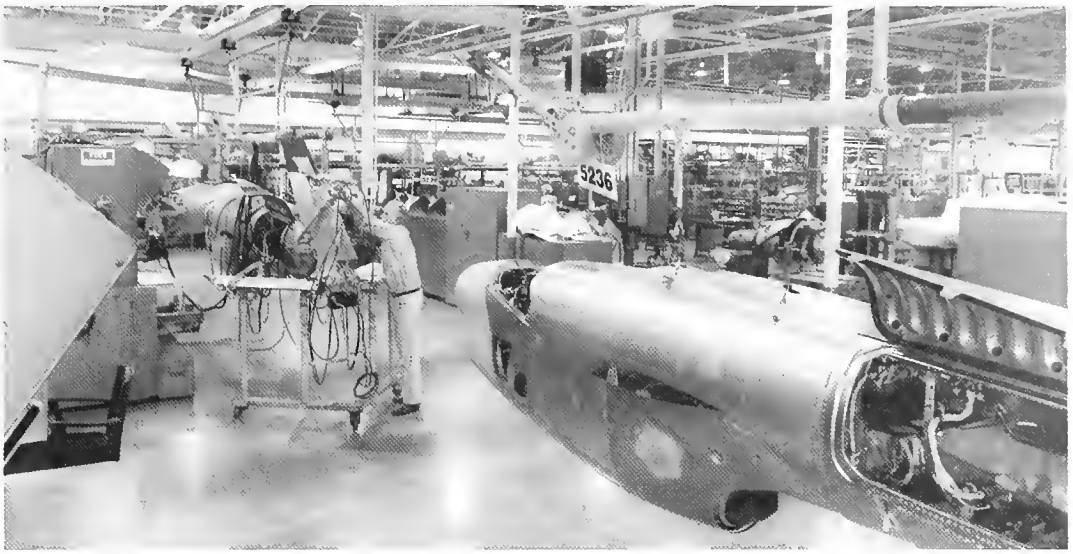
"Repeat orders for our Firebee expresses customer and user confidence in our product. To date, and since Firebees were introduced more than 35 years ago, they have exemplified performance and quality standards unmatched," Hamilton noted.

He said that MQM-34D Firebees produced for the Army nearly a decade ago are still in use at the White Sands Missile Range, N.M., performing a broad range of weapon system research, development, modification and test evaluation missions.

A record-holding Air Force Firebee at Tyndall AFB, Fla. was flown 86 times before retirement from the active inventory to be placed on display as a testimonial to cost-effectiveness and reliability.

As many as 10 Navy Firebees were scheduled for use in mid-July to support a major, multinational sea exercise in which missile firings would be conducted against simulations of hostile aircraft and missile attacks. Representing multiple threats in simultaneous attacks, the Firebees were transported from the Pacific Missile Range, Point Mugu, to the Barking Sands Missile Range Facility in Hawaii.

Uploaded aboard three DC-130 transports, they were flown to the missile firing area some 300 miles from land, well clear of surface shipping and aircraft corridors. U. S., Canadian, Japanese and Australian surface warships were to be engaged in the joint exercise.



NEW BOOST in Firebee production was added with award by the Navy of an order for 80 BQM-34S target systems. New order assures Firebee work through close of this decade. Current rate of delivery is seven shipsets monthly. Air Force order will be incorporated with Navy production early next year. Army Firebees are also in use.

Linda Cvrk Wins SB Award

Teledyne Ryan Aeronautical Senior Subcontract Administrator Linda Cvrk holds the 1988 Small Business Incentive Award and a $50 gift certificate this month for assistance she provided during the first quarter of operations this year to small business firms.

She was nominated for the award by Jean Wilson, manager of the Major Subcontract Procurement department.

Mid-July ceremonies were held in the Procurement department with TRA Small Business Administrator Chuck Nord making the award presentation to Cvrk. Witnessing the presentation were Curt James, director of Procurement, Bill Hirst, director of Business Operations, Model 324 Program, and Jean Wilson.

Linda joined TRA 15 months ago and was promoted to Subcontract Administrator Senior last month.

1988 FIRST QUARTER incentive award for TRA buyers was made last month to Linda Cvrk (third from left) as others involved in program watched the presentation by Chuck Nord (second from right). Bill Hurst and Jean Wilson are at left with Curt James at far right.

HITS FOUR-YEAR PEAK

C-17 Requirements Spur Growth In Operations

(Continued from Page 1)

employees, has been expanded by an estimated 125 percent over a 8-month period. Nearly 100 specialists in jig building, tool and die makers and composite tool makers are included in the department's operations.

He said that TRA's current commitments in areas of tooling operations are credited largely to the "human resource" and a cohesive plan of coordinated efforts that includes "the active guidance and support of other departments throughout the company."

TRA's new surge of Tooling operations in recent years, according to Cribb, can be traced to "precisioned qualities of craftsmanship. At a time when our industry is experiencing major technical advances which have eliminated to some degree the kind of specializations in tooling that we've retained, we've positioned ourselves in the marketplace to capture new business."

Cribb noted that TRA's Business Development operations under the direction of Vice President Tony Richards and his staff has been instrumental in marketing the company's tooling capabilities. A range of others within Manufacturing Operations and program management are part of that "coordinated" effort, he noted.

"The C-17 is a shot in the arm for us and the growth in areas of service and support requirements is helping safeguard our stability," Cribb added. While much of his department's operations are devoted to C-17 activities, work also continues on the Apache, Firebee and other programs. This diversity of requirements is helping maintain a balance in overall operations.

"We are on the cutting edge, facing demands unlike any before in terms of business operations in today's environment. Quality assurances and reliability, cost-management and disciplined delivery responses to new procurement standards are the most intense of any period in recent history," he emphasized.

TRA's commitments to the C-17 program includes building massive master models last year of the new transport's landing gear wheel pods.

TOOLING DEPARTMENT employees are processing orders at a record pace, spurred by C-17 requirements placed by McDonnell Douglas companies.

Update '88 . . .

Few organizations within Teledyne Ryan Areonautical are as diverse in capabilities or more fully involved throughout the company in its overall objectives as Bob Nelson's Facilities and Engineering Department. This is why, in part, that the ACHIEVER explored at the outset of "Pride In Excellence" what is being done to implement the program and where we go from here.

ACHIEVER: The company is engaged in a three-step "Pride In Excellence" program, the first of which calls on employees for individual initiatives in helping maintain their own clean work environment. What guidance can you suggest that may help others?

NELSON: *"My belief is that individual motivation is the key element, a positive attitude and willingness to get involved. We're commited in my organization, apart entirely from work assignments, to engage in a departmental 'Pride in Excellence' effort. You'd be surprised at what can be accomplished by individual efforts.*

"This is no one-shot deal, however. There's a basic discipline that must be established, involving day-to-day routines in basic clean-up of the individual's own work area, be it in the shop or office.

"I can't emphasize strongly enough the need for individual help in maintaining cleanliness in our rest rooms, in the patio area and other public places. It takes so little time. Yet, the collective effort—and benefits—become a testimonial to the program's objectives and how they are achieved. I think our objectives are realistic and well within what is reasonable."

ACHIEVER: In his talk on July 12, TRA President Bob Mitchell outlined as part of the "Pride In Excellence" program, the follow-on phases that include efforts to eliminate work errors and a third step involving upgrades of operations equipment and facilities. Can you elaborate on this?

NELSON: *"We know by experience that human error is something that will never be totally eliminated. Our manned space explorations required us to design and build equipment and machines that had no precedent with quality assurances of nearly 100 percent perfect. Every spacecraft landed on the surface of the moon was equipped with our landing radars.*

"Considering this as a heritage, it is clearly possible to achieve much higher levels of error-free work as a consistent standard than is currently the case. "By experience, we also know that rework of flawed parts includes unacceptable costs and time penalties. Estimates as high as five times the original cost for rework are imposed. My own thought is that everyone at TRA shared in the pride of excellence our work represented during the era of our manned space explorations.

"Phase three in our program involving facility upgrades is a matter of economics as well as what is reasonable and the affordability of new equipment. We're well into commitments made several years ago to upgrade our facility. We're studying others for implementation well up ahead.

"In the meantime, I'm placing major emphasis on steps one and two, individual initiatives in helping develop and maintain a clean work environment. And elimination of work errors."

ACHIEVER: Can you offer a status report on the overall condition of our plant facility? Is the glass of water half-empty or half-full?

NELSON: *"Definitely half-full. Overall, we're operating in this 66th anniversary year on nearly 45 acres of San Diego Port-owned property under a long term lease. We have more than one-million square feet of under-roof space, located ideally adjacent to Lindbergh Field International Airport and metropolitan San Diego.*

"Our employee parking facilities will never be large enough to accomodate all requirements. But we are far better off in this regard than most other companies that enjoy the location we do.

"Currently, we operating at about 65 percent of capacity in terms of manufacturing floor space. It's essential to keep some in reserve and we're doing that very well. Physically, our plant facility is well matured, providing us with growth potentials in areas where we know what can be accomplished. Our current work backlogs are projected well into the decade of the 1990s.

"The sum total of all this is that continued Firebee production, Apache operations, tooling operations that have expanded dramatically and new product and business developments—with room to grow—promotes a posture of strong appeal in our markets. Bear in mind, all of this is related directly to the productive environment, the place where we do our work and its condition."

From drafting table up, Bob Nelson's 31-year career at Teledyne Ryan Aeronautical is a testimonial to promotion from within and individual desire to achieve.

Starting as a draftsman here in 1957, Nelson is a native San Diegan whose family includes three sons. His career at Ryan incorporates nearly a dozen different assignments with expanding responsibilities that led to his current post as Director, Facilities and Engineering.

Nelson assumed his current responsibilities in November 1984. If the company could be viewed as a municipality, Nelson would head its public works, managing a resource worth hundreds of millions of dollars and property and facilities that serve as the heart of the company's operations.

ACHIEVER: What personality do you believe your organization represents and how would you like it to be viewed by others?

NELSON: *"We're relatively small in numbers but extremely well experienced over a broad diversity of disciplines. What isn't known by many is that we operate seven days weekly with minimum staff support. Requirements can include very sophisticated and complex engineering support on through the spectrum of cleaning restrooms and waxing floors.*

"One of the consistencies we deal with is work backlogs. To respond to these requirements, we are guided by priorities that start with productivity—we must preserve that at all costs. Frankly, I'm sometimes amazed at how much is accomplished by so few.

"In part, that's why I'm so firmly convinced that our 'Pride In Excellence' goals are realistic and well within the realm of possibility for each and every one of us."

CURIOUS SPECTATORS peer through windshield of Apache, some of whom are assigned to Final Assembly of fuselage and major components (top of page). Audience of nearly 1600 employees cheered as AH-64 Apache swept into view, hovered briefly, then settled inside fence for close inspection during lunch period.

'PRIDE IN EXCELLENCE'

Sparks Start Of 'Excit

(Continued from Page 1)

needs for "excellence in all that we do." His address echoed sentiments expressed earlier this year before a Teledyne Ryan Management Association audience.

A 10-year Teledyne employee whose prior association was with Teledyne Brown Engineering before accepting his current post, Mitchell introduced himself as one who "loves everything that flies." He included as a source of attraction to TRA, "the uniqueness of its products," using Firebee aerial target systems as an example.

In his brief remarks last month, Mitchell outlined a three-step program that will guide the long-term "Pride In Excellence" plan. He told of a general "housekeeping" effort already under way—"from my office on throughout the company, we must create a work environment in which we'll come to work proud of our company and the jobs to which we're assigned."

The reference to a clean work environment brought applause from his audience and nods of agreement.

He said that a second phase of the program will include efforts to eliminate work errors, noting that the costs of correcting mistakes impose a severe penalty on everyone in the company.

"Costs of correcting errors can amount to five times what it cost to do the job right the first time," noted Mitchell.

A third step in the program will involve the introduction of new methods within manufacturing operations designed to enhance the company's productivity. Mitchell said that investments by the company will be "reasonable" in advancing its methodologies. Already in use is an automatic fastening system that dramatically reduces errors, time and costs in areas of fabrication work.

He pointed to business success by the company and customer satisfaction as motives promoting broadened productivity through more efficient methods. In refer-

TRA PRESIDENT Bob Mitchell keynoted TRA employee rally with remarks that brought applause from his audience.

Photos By DAVE GOSSET and BRUCE CONOVER

ng' New Era

ences to repeat orders based upon customer satisfaction, he announced the award by the Navy last month of an order for 80 Firebee aerial target systems. The new requirement follows three successive orders for Navy Firebees.

He remarked also that TRA has completed negotiations with McDonnell Douglas Helicopter Company for Lot Eight Apache AH-64 shipsets. The repeat order projects work here well into the 1990s and is the biggest subcontract order of its kind in the company's history.

The rally produced a wave of enthusiasm within the company as employees heard from Mitchell formally for the first time since his assignment in January.

"I like the idea of this program," noted one employee who asked that his name not be used. "Many others feel as I do about pride in this company and its products. Whatever it takes to build and retain our pride, that's what we've got to do," he said.

"THANKS FOR THE VISIT!" Bob Mitchell presents engraved plaques to Col Bither (second from left) and CWO Ken Shriver before departure on return flight to Mesa, Ariz. TRA Sr. Vice President Bill Cassidy (far right) served as program master-of-ceremonies. Rally was the first of its kind in 3 years.

Col. Bither, Apache Wow TRA Rally Audience

It's tough playing "second-banana" to an Apache warplane. Something on the magnitude of 30-year career U. S. Army Colonel Rodney D. Bither, for instance.

His talk before Teledyne Ryan Aeronautical's employee rally July 12 drew rounds of applause, laughter and helped spark to life the company's new "Pride In Excellence" program.

The U. S. Army's Commander of the Army Plant Representative team at McDonnell Douglas Helicopter Company facilities, Mesa, Ariz., Bither and Chief Warrant Officer Ken Shriver flew an operational AH-64 advanced attack helicopter here to help raise the curtain on the company's new program.

The attention of his audience was riveted to the Lindbergh Field arrival of the Apache as it swooped down and air-taxied inside the fenced area, creating swirls of dust and debris in the downwash from its rotor blades.

Met and escorted by TRA President Bob Mitchell to an assembly area in the patio, Bither drew a round of warm applause from spectators to his arrival.

A former enlisted Army Airborne trooper, Bither regaled his audience with anecdotes associated with flying the Apache and the Army's first deployment of Apache units to West Germany for Operation Reforger.

He told of Apache's performance qualities, excelling all projected capabilities in operational use in a broad series of day as well as night operations in freezing rain, snow and harsh weather conditions.

He said that military commanders witnessing Apache's operations were "amazed with its rugged qualities and flight characteristics."

Bither praised "not just those on your Apache lines, but all here at Ryan" for doing "the same kind of quality work on our Apache that you have demonstrated over the years." He gestured to the mural depicting the Ryan "Spirit Of St. Louis" as a centerpiece that includes the company's major aircraft programs since 1927.

Bither and Shriver toured the Apache final assembly areas and other key areas of the facility, shaking hands with and congratulating employees on their work.

A farewell assembly of spectators waved and cheered as the visit came to a close amid clouds of rotor downwash.

COLONEL BITHER addressed rally audience with praise for TRA employees.

'Look What We Built!'

With pride shining on their faces, Final Assembly team members who built fuselange of AH-64 that was flown here for "Pride In Excellence," rally, cluster around "our bird" for photo. With 23 hours of flight time accumulated, this Apache is nearing delivery to U.S. Army for operational service.

'WE NEED YOUR HELP!'

Custodian Staff Seeks Aid From Employees

In the span of a single work day at Teledyne Ryan Aeronautical, a staff of seven day and night shift custodians cleans the equivalent of 31 two-bath, 1,250 sq. foot homes. Impressive? Read on.

In the process of cleaning and maintaining the company's one-million square feet of under-roof work space, those seven custodians—in a year's time—use 1,200 gallons of bleach, 2,000 gallons of germicide, spread 330 gallons of floor wax after using 385 gallons of wax remover.

They stock 58 restrooms with 21,600 rolls of toilet tissue and 5,000 rolls of hand towels and use up 150,000 trash can liners yearly.

In terms of individual man labor, all of this breaks down to a task of awesome proportions, one that grinds away day after day with no end in sight. More depressing than all else, also to those like Bob Schwartz, Manager of Plant Maintenance and Robbie Gates, Supervisor of the custodian staff, is an apparent disregard by a major share of their fellow employees in helping maintain acceptable cleanliness standards.

"Our parking lots are cleaned weekly and messed up daily. There is an almost complete lack of discipline and consideration by employees in helping minimize our service requirements on a daily schedule," notes Schwartz.

In his daily rounds, he observes a distinct relationship between a clean work environment and productivity to one less clean and lessened production. "Sure, people work more efficiently in a clean environment. The problem is, though, that too few people are actively interested or engaged in pitching in to help keep their offices and work areas clean," Schwartz observes.

The appeal for help from Schwartz and his staff of custodians follows a "clean up" order issued by TRA President Bob Mitchell—"from my offices on down and throughout the facility"—that was issued preliminary to a formal kickoff of the company's new "Pride in Excellence" program July 12.

Response to that order, directed to all TRA employees, has produced a series of departmental initiatives within key areas of company operations.

With a staff of seven, sickness or other reasons for presence on a single work day severely impacts the normal work schedule of each of his team members. In practical terms, "it means that the remaining custodians shoulder that proportion more of work."

How much does it cost to clean and maintain TRA's nearly 45 acres of work space? On a yearly basis, it comes to $70,000 for cleaning materials plus $150,000 more for labor. That's nearly one-quarter of a million dollars that might be dramatically reduced "if employees pitched in to help eliminate some of the needless activity within my staff," Schwartz comments.

He put his message on the line this month in blunt and assertive terms: "We need your help. Clean up your own mess. Pride in excellence includes pride by the individual in his or her own work space or office.

"You see food wrappers and other paper being blown through the patio area or down an alleyway, pick it up and dispose of it in a waste can. As you come to work from the parking lot or return to your car in the afternoon, help pick up the litter left by others."

"These kinds of individual employee initiatives could help reinforce the efforts of our staff tremendously," remarks Schwartz as he contemplates a new era within the company in which "Pride in Excellence" prevails.

At the very top of his "wish list" is a solicitation of respect for the staff that includes as its senior member John Price. John's daily schedule as lead custodian frequently starts at 3:00 a.m. and runs through 3:00 p.m. or later in the evening. Schwartz believes that Price "exemplifies in performance and attitude the mark of professional dedication. That goes also for all members of his staff," he insists.

The custodian staff, according to Schwartz, "may be at the low end of the job classification totem pole. But their skills and attitudes are in the top ranks!"

An articulate man whose eyes are constantly scanning the shops and work areas as he makes his rounds each day, it is the conviction of Bob Schwartz that "the human trait is to want cleanliness in work areas or any other environment. It promotes happiness and satisfaction in whatever people are engaged in."

The problem: "Leaving the menial and routine tasks to others."

The solution: "Pitch in. Help us develop and maintain that environment in which pride and excellence in all that we do at Ryan can become a new and lasting standard!"

"YOUR HELP'S NEEDED!" say TRA custodian staff (from left) Manuel Arrendondo, Jay Frisch, Carla Young, Gil Bailey, Jesse Cordova, John Herrin and lead man John Price. Their appeal is for "pitch in" effort by all at TRA in helping maintain a clean work environment in shops, offices and public areas.

BOB SCHWARTZ... joined the company's custodian staff this month in appeal for assistance from employees here to "pitch in" on a clean-up effort starting in parking areas as well as in patio and alleyways.

'Apache' Cagers Top League Play For '88 Title

APACHE VICTORY in 1988 Harbor League competition is evident on faces of team members (front row, L-to-R) Steve Riding, Bill Taylor, Armando Rojas, Lenny Florio, C. C. Turner; Back row (L-to-R) N. Nichols, Steve McNutt, T. Taylor, Rev Vergara, Ray Gunn and J. Almaoa. TRA team closed season play with 12–1 record and 12-game sweep.

End Season With 12-1 In Harbor League

From an opening game loss in the 1988 San Diego Harbor League basketball season, Teledyne Ryan Aeronautical's "Apache" squad led by Armando Rojas swept 12 games straight to capture the playoff competition.

Manager-player Rojas praised his 11-man team for rebounding from injuries and schedule conflicts. "We took four games by a margin of 10 points each time after our season-opening loss. In one mid-season game, we came back from a 20-point half-time deficit to win in overtime," Rojas reported with glee.

"It was just a super team, guys who really cared about winning," he reported, recalling that the first playoff encounter produced a 10-point victory margin for his Apaches. The final round of competition drew on "the best efforts of everyone" in sweeping the series.

Special credits were directed toward Ray Gunn and Steve McNutt for a combined total of 28 points scored in the final game, to Steve Riding for a 15-point game total and Nick Nichols' rebounding and William Taylor's "great defensive play."

'TIME OUT'

Summer Sizzles With Attractions, Activity

By NICKI DE NECOCHEA

TRA employees took time-our July 16 to attend our special "**summer day**" at **Wild Rivers** water park in Orange County. Two hundred tickets were sold for this splash attack. First-hand reports of the park's giant water slides and more than 40 other rides and attractions give this growing appeal....

Summer-Fun Sizzlers: Running low on ideas or what to do for fun and relaxation this summer? A general tip is to take advantage of our long, summer nights for enjoyment of local attractions. Enjoy **Sea World** or the **Wild Animal Park** (while the tourists have gone to dinner elsewhere). How about watching the sun set as you **ride the ferry to Coronado** and return. Maybe a bike rental on the Coronado side between ferry trips. Pack a dinner picnic and enjoy a concert by the water.

San Diego Pops Symphony at Hospitality Point on Mission Bay includes fireworks Wednesday through Saturday until Sept. 10. For information, **call 699-4205**. Free **"Concerts by the Sea"** are offered by the La Jolla Town Council at Scripps Park at the Cove. Check this out by calling 454-1444.

Then there is a **"Twilight In The Park"** series of community concerts and chorale presentations at the **Organ Pavillion** on Tuesday through Thursday starting at 6:30 p.m. Call 236-5471 for information.

Few local attractions are equal (at no cost) to a **summer sundown picnic in Balboa Park**, leisurely strolls through the gardens or visits to the complex of museums housed in the Park. A modest admission fee is charged for the museum tour. And here are some current, special attractions: **Museum of Man**: Mexican Folk Art from Rockefeller Center through Sept. 5; **Museum of Photographic Arts**, including 110 photos of NASA astronauts, through Sept. 11; **Reuben H. Fleet Space Theater** is featuring **"Laserrockin,"** a spectacular laser-rock music attraction. Finally, there is San Diego **Museum Of Arts' "Cultural Currents,"** offering the works of 13 contemporary artists on display through Sept. 4.

Enjoy your summer!

MOVING UP!

L. L. BOYD ..... to Quality Engineer Senior
R. BROOKE ..... to Financial Accountant Senior
S. C. BRYANT ..... to Coordinator Senior
R. D. CONSTANTINO ..... to Quality Engineer
L. CVRK ..... to Contract Administrator Senior
A. DE BLASIO ..... to Financial Accountant
V. LAMBERTI ..... to Contract Administrator Senior

The *ACHIEVER* is proud to present the names of those at Teledyne Ryan Aeronautical whose promotions are announced for the month of July. *Congratulations!*

Dotson Completes Executive Course

Teledyne Ryan Aeronautical Vice President of Engineering Gene Dotson has completed University of California extension studies under an Executive Program for Scientists and Engineers.

The nine-month class was designed for those in management positions in private industry. Regarded as one of the most prestigious studies of its kind, the curriculum covers a broad range of executive level management skills including strategic planning and cost control.

Service Anniversaries

35 YEARS
S. ANDRIGNOLA
30 YEARS
J. LAWTON, JR.
L. PICO
R. WHITE
20 YEARS
COSIO
G. MUNOZ
15 YEARS
M. SMITH
10 YEARS
*R. A. K. MITCHELL
5 YEARS
M. ALCONCEL
R. BRYANT
W. EDDINGTON
J. GALLE
L. McFARLAND
J. TILLEY

* Anniversary in June

Speak Up!

What Does Cleanliness Add?

Just how important is a clean work environment to productivity? With the kickoff July 12 of a "Pride In Excellence" program, ACHIEVER explored this topic with TRA employees. Here's what they had to say.

MARIA HUEVE, Reprographics—*"I've tried to make a priority of keeping my work area as clean as possible because I think I perform so much better. If everyone makes a commitment to our "Pride In Excellence" program, we'll all benefit."*

DAVE MARTIN, Maintenance—*"I think cleanliness reflects pride which, in turn, reflects a commitment to quality in one's own job. No matter how large or small, the commitment makes a contribution to the team effort."*

ERNEST J. CARA, Industrial Engineering—*"A neat and clean work environment can only enhance the pleasure, satisfaction and pride that one feels about the place in which he or she works. These feelings are important as a motivator in doing quality work."*

MELVIN TAYLOR, Electrical Engineering—*"There's no arguing that productivity is affected by one's surroundings. I think it is basic that a person's work environment is a reflection of the clearness of his or her own mind."*

F. S. BRAY, Quality Assurance—*"It is too difficult to concentrate on things if your surroundings are cluttered and disorderly. Our 'Pride In Excellence' program relates not only to the quality of our time spent at TRA but to our lives in general."*

AVIS ANDERSON, Receiving—*"To be honest, I don't even feel like getting out of bed when I know that things are a mess at work. I think we must never under-estimate the positive effects that a clean work environment offers."*

VICKI COULTER, Tooling Inspection—*"There's no doubt that I'm better able to concentrate on my job and interact with others when my work area is clean. I can't stand feeling overwhelmed by a huge mess that may've started with a couple of stray papers on my desk."*

DONG KEIU, Machine Shop—*"I could never understand how some people can work every day in a disorganized fashion. The cleaner my surroundings, the better I work. For me, it's a simple formula for success!"*

Computer Training Class Wins A-Plus Marks

Eleven Teledyne Ryan Aeronautical employees who last month completed a 132-hour, in-house computer training course were awarded "A-plus" marks by Training Administrator Virginia Lodge, a former public school educator.

The initial class of employees is now engaged in on-the-job training, "translating classroom lessons into work applications," she reported.

A second class, meanwhile, is enrolled in the three-month program in a Building 146 classroom that includes 12 training stations, using AT Compatible hardware and six software programs.

The training program is being conducted under a California State Employment Training Panel contract that covers two years. Courses are offered on a no-cost basis to employees enrolled.

In announcing the program late last year, TRA Human Resources Director Bob Gresham said "computer literacy" is the goal and termed the program a "win-win" situation in which all involved will benefit.

Already active in computer operations is Executive Secretary Sheila Isaacs, one of the 11 trainees completing the course. With no prior exposure to computer operations, she now reports activities using Microsoft and Lotus programs in her work.

She says she can now create charts and reports quickly, efficiently with editing ease. "They look good!" She said the training she received is an acknowledgement by the company that "its employees are its most important asset."

Twenty-six year employee Gloria Painter reports her training has "given me confidence."

"MOVE OVER, WORLD!..." make room for TRA's class of computer-trained employees. Training Administrator Virginia Lodge (fourth from left) beamed her approval on course completion last month as certificates were handed out to Verna Beaver, Bob-Ann Cribb, Shella Nicholson, Lila Shedenhelm, Lu Johnson, Meva Tuggey, Barbara Estrada, Gloria Painter (peek-a-boo), Wendy Ebbert, Mary Cruise and Shella Isaacs. Second class is now convened.

'What's the Story, Dad?'

FORTY-YEAR TRA employee John Pacheco was focal point last month as Tooling Department turned out for veteran foundry man's retirement. In the audience was his daughter, Monica Zeck, a local broadcast personality who's gagging it up in a mock interview with her pop.

Blood Donor Drive Coming Aug. 25

A San Diego Blood Bank drive will visit Teledyne Ryan Aeronautical for employee donations Thursday, Aug. 25 in the Dispensary, offering a souvenir T-shirt in exchange for blood donations.

Blood Bank officials noted that it is impossible to contract AIDS by donating blood. They note that their organization meets or exceeds all federal and state regulations which protect blood donors.

All equipment used during blood donations is sterile and has never been used before, they point out, noting that careful bandaging of the finger stick, thorough cleansing of the donor's arm and close attention to wrapping after the procedure are provided. Donor hours are from 8:00 a.m.-11:30 a.m.

Speaking of Safety . . .

By RON DUKE
TRA Safety Administrator

It's a tad late in what's-new categories. But, summer is upon us, folks. And it's probably going to warm up more before the weather starts cooling down.

When the temperature starts rising, there's a tendancy to peel off clothing. For the record, on-the-job attire calls for nothing less than a T-shirt covering the upper torso and full-length trousers. No shorts!

Reasoning behind this rule is that garments can offer some degree of protection from skin abrasions, burns or scratches. They also help protect the skin from irritants such as coolents and chemical compounds. Apart from the protection values, this required attire helps retain perspiration, which guards against heat exhaustion from body dehydration.

In unseasonally hot weather, drink plenty of water. And suffer along with the rest of us until fresh breezes start blowing our way.

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